



PUBLIC DISCLOSURE STATEMENT

GILBERT + TOBIN

**ORGANISATION CERTIFICATION
2019-20**

Australian Government
Climate Active
Public Disclosure Statement



NAME OF CERTIFIED ENTITY: Gilbert + Tobin

REPORTING PERIOD: 1 July 2019 – 30 June 2020

Declaration

To the best of my knowledge, the information provided in this Public Disclosure Statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.

Signature

Date 12 APRIL 2021

Name of Signatory ELOISE SCHNIERER

Position of Signatory HEAD OF CORPORATE SOCIAL RESPONSIBILITY



Australian Government
Department of Industry, Science,
Energy and Resources

Public Disclosure Statement documents are prepared by the submitting organisation. The material in Public Disclosure Statement documents represents the views of the organisation and do not necessarily reflect the views of the Commonwealth. The Commonwealth does not guarantee the accuracy of the contents of the Public Disclosure Statement documents and disclaims liability for any loss arising from the use of the document for any purpose.

1. CARBON NEUTRAL INFORMATION

Description of certification

This inventory has been prepared for the financial year from 1 July 2019 to 30 June 2020.

The certification covers all the legal services provided by Gilbert + Tobin in Australia in the following locations and facilities:

- Levels 32-35, Tower Two, International Towers Sydney, 200 Barangaroo Avenue, Sydney, NSW 2000
- Level 22, 101 Collins Street, Melbourne, VIC 3000
- Suites 12.01 and 12.02, Level 12, 90 Collins Street, Melbourne VIC, 3000
- Level 16, Brookfield Place Tower 2, 123 St Georges Terrace, Perth, WA 6000
- Sydney litigation space: Suite 1B, 165-167 Phillip Street, Lawson Place, Sydney, NSW

"Our Climate Active 'Service' carbon neutral certification helps our clients to achieve their carbon emissions reduction goals."

This inventory does not include emissions related to the investment portfolio of Gilbert + Tobin as the associated emissions are outside the operational control of Gilbert + Tobin.

The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards:

- Climate Active Standards
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008

Where possible, the calculation methodologies and emission factors used in this inventory are derived from the National Greenhouse Accounts (NGA) Factors in accordance with "Method 1" from the National Greenhouse and Energy Reporting (Measurement) Determination 2008.

The greenhouse gases considered within the inventory are those that are commonly reported under the Kyoto Protocol; carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and synthetic gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). These have been expressed as carbon dioxide equivalents (CO₂-e) using relative global warming potentials (GWPs).

The functional unit is billable hours, with emissions expressed in terms of tCO₂-e per billable hour. Note for commercial reasons, the billable hours will not be disclosed.

Organisation description

Gilbert + Tobin is a leading Australian law firm, advising clients on their most significant corporate transactions, regulatory matters and disputes. We provide commercial and innovative legal solutions for ASX 100 leading companies, major infrastructure and services providers as well as government and public authorities across Australia and around the world.

An international leader in M&A, private equity, capital markets, competition and regulation and technology and digital, we work on complex issues that define and direct the market.

Gilbert + Tobin is committed to being an outstanding corporate citizen and has a long and proud track record of taking action on environmental issues as well as monitoring, improving and reporting on its own environmental performance.

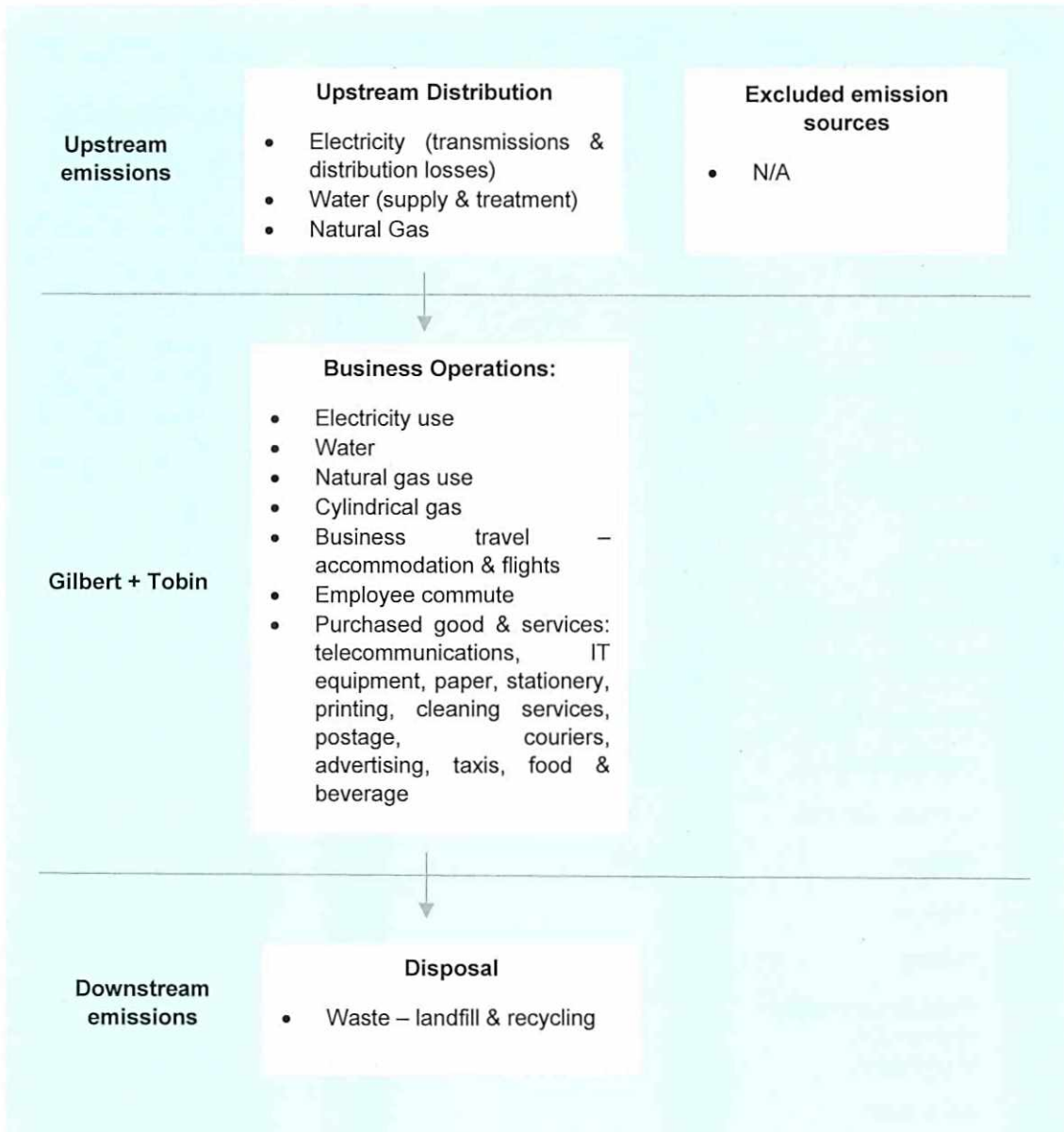
As a member of the Australian Legal Sector Alliance, the firm has been publicly reporting its environmental impacts since 2013 and implemented its first Environmental Management System (EMS) in 2015. Our second EMS 2018 – 2020 was audited and recertified by the Australian Legal Sector Alliance in 2019 and we are currently developing our third EMS for 2020-2022.

For more information about Gilbert + Tobin, its lawyers and publications please visit www.gtlaw.com.au

The certification includes all operations within Australia over which Gilbert + Tobin has operational control. Activities within all our offices (located in Sydney, Melbourne and Perth) fall within the organisational boundary, however investments are not included.

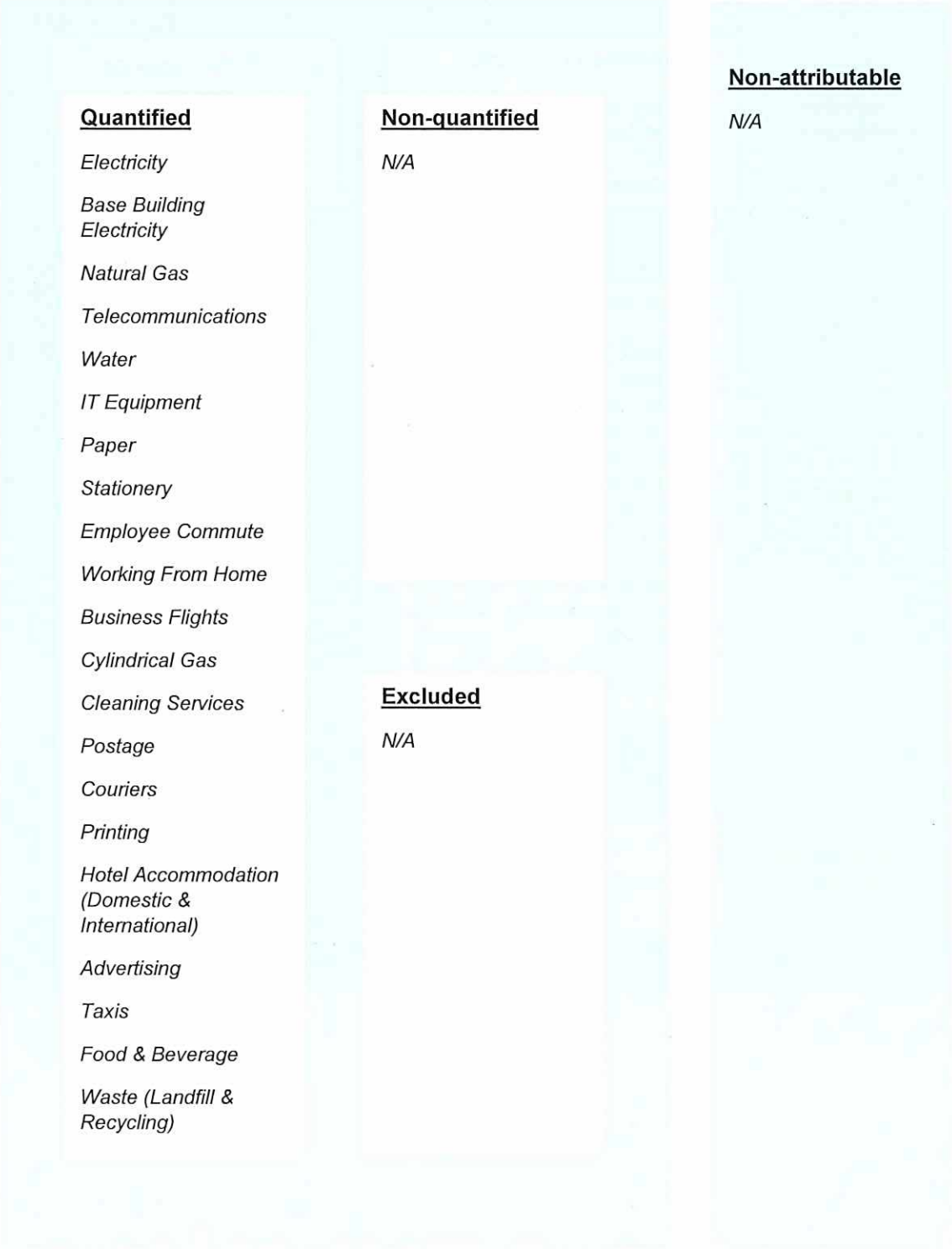
Product/service process diagram

The following diagram is cradle to grave



2. EMISSION BOUNDARY

Diagram of the certification boundary



Attributable non-quantified sources

N/A

Data management plan

N/A

**Excluded sources (within
certification boundary)**

N/A

**Non attributable sources (outside
certification boundary)**

N/A

*“Climate Active
certification is a key
part of our
commitment to
outstanding
corporate
citizenship.”*

3. EMISSIONS SUMMARY

Emissions reduction strategy

Gilbert + Tobin participates in the AusLSA Environmental Management System (AEMS), which provides AusLSA Members with an EMS framework that is customised for the legal industry. The EMS is comprised of a Sustainability Policy, Environmental Impact Register, Environmental Management Plan (EMP) and our ongoing process of internal review.

Our Sustainability Policy is available to the public [here](#).

As part of the EMS process Gilbert + Tobin developed an environmental impact register by:

- consulting with staff,
- identifying ways that we impact the environment, and
- rating and prioritising impacts.

From this register we develop our Environmental Management Plan, which includes measures to reduce GHG emissions. Gilbert + Tobin is also a City Switch signatory in Sydney and Perth. We undertake NABERS Energy (Tenancy) assessments for both our Sydney and Perth offices and have achieved 5-stars in both offices in FY2020. In FY2020 we committed to source our tenancy electricity needs using 100% Greenpower accredited renewable energy.

Emissions over time

Gilbert + Tobin has been through a sustained period of growth throughout FY2020. Despite this growth, our FY2020 emissions are down for three key reasons:

- (1) **Barangaroo South carbon neutral certification** – The Barangaroo South precinct became Australia's first carbon neutral precinct in 2019. G+T's headquarters are in Tower Two of International Towers Sydney (ITS) within the Barangaroo South precinct. Since day one of this tenancy, we have been required to pay to offset emissions. The precinct certification FY2016-FY2019 became effective from 7 December 2019. The precinct certification covers the tenancy and base building electricity, natural gas, waste, water and employee commute for the Sydney office.
- (2) **Renewable energy** – In FY2020 we began sourcing 100% of our tenancy electricity consumption from renewable Greenpower for all our offices. The over offsetting of the Sydney office tenancy electricity has meant all the base building electricity is also covered by the renewable and carbon neutral electricity.
- (3) **Covid-19** – For the period 16 March 2020 to 30 June 2020 our operations were significantly impacted by the Covid-19 pandemic. Business travel was reduced to almost zero throughout this period and many of staff have been working from home.

Table 1

Emissions since base year		
	Base year: 2018-19	Current year Year 2: 2019-20
Total tCO ₂ -e if commercially sensitive	7,412.8	3,627.5

Emissions reduction actions

In FY2020 we have undertaken the following emissions reduction actions:

- Sourcing 100% of our tenancy electricity from renewable sources,
- Reducing paper consumption by 31% between FY2019 and FY2020 (from 64.89kg per FTE to 44.51kg per FTE),
- Reducing electricity consumption by 19% per FTE between FY2019 and FY2020, and
- Reviewing and updating the firm's travel policy to include sustainability considerations.

Functional units

Table 2

	Number of functional units
a) Number of functional units sold this period	Not to be disclosed

Emissions summary (inventory)

All emissions are shared with the parent (organisation) certification. See here for more details:

<https://www.climateactive.org.au/buy-climate-active/certified-members/gilbert-tobin>

Table 3

Emission source category	tonnes CO ₂ -e
Accommodation and facilities	55.39
Air Transport (km)	1,934.00
Cleaning and Chemicals	57.81
Cylindrical Gas	0.14
Electricity	0.00
Employee Commute	80.21
Food	707.23
ICT services and equipment	206.35
Natural Gas	0.00
Office equipment & supplies	254.82
Postage, courier and freight	146.30
Professional Services	15.33
Taxi	33.87
Waste	5.52
Water	1.44
Working From Home	129.12
1. Total inventory emissions	3,627.53
2. Emissions per functional unit (based on the number of functional units represented by the inventory)	Functional unit not to be disclosed
<i>Total tCO₂-e divided by the number of functional units in table 1.</i>	
3. Carbon footprint	3,627.53
<i>(Emissions per functional unit (2)* number of functional units (a or b from table 2))</i>	

Uplift factors

N/A

Carbon neutral products

The Sydney office is located in the Barangaroo Precinct which is carbon neutral and covers the tenancy and base building electricity, waste, water and employee commute.

Electricity summary

Electricity was calculated using a Location-based approach.

The Climate Active team are consulting on the use of a market vs location-based approach for electricity accounting with a view to finalising a policy decision for the carbon neutral certification by July 2020. Given a decision is still pending on the accounting way forward, a summary of emissions using both measures has been provided for full disclosure and to ensure year on year comparisons can be made.

Market-based approach electricity summary

Table 4

Electricity inventory items	kWh	Emissions (tonnes CO ₂ -e)
Electricity Renewables	1,163,780	0.00
Electricity Carbon Neutral Power	1,276,755	-1,380.30
Electricity Remaining	688,441	744.27
Renewable electricity percentage	63%	
<i>Net emissions (Market based approach)</i>		0.00

Location-based summary

Table 5

State/ Territory	Electricity Inventory items	kWh	Full Emission factor (Scope 2 +3)	Emissions (tonnes CO ₂ -e)
ACT/NSW	Electricity Renewables	588,083	-0.90	-529.27
ACT/NSW	Electricity Carbon Neutral Power	1,276,755	-0.90	-1,149.08
ACT/NSW	Netted off (exported on-site generation)	-	-0.81	0.00
ACT/NSW	Electricity Total	1,291,618	0.90	1,162.46
VIC	Electricity Renewables	146,781	-1.12	-164.39
VIC	Electricity Carbon Neutral Power	-	-1.12	0.00
VIC	Netted off (exported on-site generation)	-	-1.02	0.00
VIC	Electricity Total	374,581	1.12	419.53
WA	Electricity Renewables	84,403	-0.74	-62.49
WA	Electricity Carbon Neutral Power	-	-0.74	0.00
WA	Netted off (exported on-site generation)	-	-0.69	0.00
WA	Electricity Total	186,022	0.74	137.66
	<i>Total net electricity emissions</i>		0.00	0.00

4. CARBON OFFSETS

The details of the offsets are in the Organisation (parent) PDS: <https://www.climateactive.org.au/buy-climate-active/certified-members/gilbert-tobin>

5. USE OF TRADE MARK

Table 6

Description where trademark used	Logo type
Website https://www.gtlaw.com.au/	Certified Service
Sustainability Reports	Certified Service

6. ADDITIONAL INFORMATION

The Barangaroo South precinct became Climate Active in December 2019 and covered the periods FY2016 to FY2019. As Gilbert + Tobin offset for FY2019 before the precinct was certified carbon neutral, the tenancy and base building electricity, natural gas, waste, water and employee commute emissions which are covered in both certifications for the Sydney office have been offset twice for both reporting periods.

APPENDIX 1

Non-attributable emissions for products and services

To be deemed attributable an emission must meet two of the five relevance criteria. Non-attributable emissions are detailed below against each of the five criteria.

Table 7

Relevance test					
Non-attributable emission	<i>The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions</i>	<i>The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.</i>	<i>Key stakeholders deem the emissions from a particular source are relevant.</i>	<i>The responsible entity has the potential to influence the reduction of emissions from a particular source.</i>	<i>The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.</i>

N/A

APPENDIX 2

Non-quantified emissions for products/services

Please advise which of the reasons applies to each of your non-quantified emissions. You may add rows if required.

Table 8

Non-quantification test				
Relevant-non-quantified emission sources	<i>Immaterial <1% for individual items and no more than 5% collectively</i>	<i>Quantification is not cost effective relative to the size of the emission but uplift applied.</i>	<i>Data unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.</i>	<i>Initial emissions non-quantified but repairs and replacements quantified</i>

N/A